

EQUITY
CAN'T WAIT.



**SEATTLE
COLLEGES
FOUNDATION**

2022 REPORT TO THE COMMUNITY



SEATTLE COLLEGES
North • Central • South





Jon Fine

Chair, Seattle Colleges Foundation;
Co-Chair, *Equity Can't Wait*
Advisory Council



Kerry Howell

CEO, Seattle Colleges Foundation;
Vice Chancellor for Advancement,
Seattle Colleges

EQUITY CAN'T WAIT.

At the Seattle Colleges, 46 percent of our students are from communities of color. 48 percent are the first in their families to attend college.

100 percent are key to our community's positive future.

The *Equity Can't Wait* campaign is founded on three unshakeable beliefs: that everyone deserves the chance for a quality higher education, that community colleges are key to that goal, and that our Seattle Colleges can and ought to be among the best community colleges in the country.

The Seattle Colleges are already strong. As proof, witness the tens of thousands of alums playing vital roles every day in every corner of our economy.

But we know we can do better. Too many of our students don't graduate, particularly those from communities that are economically and socially marginalized. And, of course, many who shoulder the weight of prejudice and exclusion never start higher education at all.

None of it adds up to equity. And it's not just individual people and their families this fails — it's our whole community.

The shared consequences have never been clearer than over the past year when, together, we began to warily emerge from the long shadow of the pandemic.

Thousands of indispensable, often well-paying roles are sitting vacant — nurses, carpenters, electricians, welders, project managers, early childhood educators, and more.

At the same time, enrollment at Seattle Colleges has tumbled by 10,000 students since school year 2019-20.

Yes, community colleges across the country have experienced a similar decline, but that's no reason for complacency — not when you're *Seattle's* community colleges, rooted in one of the most restlessly innovative, can-do cities in the world.

So, as the pandemic continues to recede, **the Seattle Colleges are entering a period of renewal that will be one of the most exciting in our history**, building on established strengths and stretching toward new heights.

The *Equity Can't Wait* campaign is at the vanguard of these efforts, mobilizing resources to create and revamp programs of study, expand scholarships and support services for students, add critical new instructors and staff, and ensure that facilities are state-of-the-art.

In higher ed, only a penny of every philanthropic dollar goes toward community colleges. So, early in 2021, when we declared a bold \$50 million goal for *Equity Can't Wait*, there were skeptics. But no longer. By the end of June, 2022, we had *raised more than half*.

Remarkable? Yes. But also No. *We live in Seattle.*

"No matter the color of your skin, no matter your faith or who you love, no matter your disability, no matter your gender or your citizenship — you deserve the right to thrive in our extraordinary city."

Dr. Constance Rice

Educator • Civic Leader • former First Lady of Seattle • Co-Chair, *Equity Can't Wait* Advisory Council

The Seattle Times

Looking for a good mechanic? Odds are your garage is, too.

GOVERNING

It's Going to Be Hard Finding Workers to Build Infrastructure

The New York Times

Jobs Aplenty, but a shortage of Care Keeps Many Women From Benefiting

A lack of child care and elder care options has forced some women to limit their hours or sidelined them altogether, hurting their career prospects.

Crosscut.

Staffing shortages on Washington ferries predate the pandemic

Crosscut.

Washington hospitals are struggling to keep ahead of nursing shortages

The Washington Post

Opinion | The Great Resignation is also the Great Retirement of the baby boomers. That's a problem.

FOX 13 SEATTLE

Data outlines Washington's construction worker shortage

The Seattle Times

As fire season sets in, labor shortage compounds firefighter staffing woes

EQUITY CAN'T WAIT.

Publicly announced in March 2021, the Seattle Colleges Foundation's *Equity Can't Wait* campaign has unfolded against a fast-shifting backdrop of community, student and institutional needs.

In the spirit of the Colleges, we have worked to be nimble and responsive, generating resources for urgent present needs as well as long-term initiatives that position our schools, and our students, for the future.

Dollars from the campaign support three institutional priorities:

Supporting Students
Powering Innovation
Strengthening Capacity



A major campaign boost came from **Momentum**, Seattle Colleges Foundation's first in-person gala, held October 12, 2022 at Fremont Studios. Between sponsorships, individual gifts, and an **extraordinary \$1 million match from Ballmer Group**, the event generated close to \$2.7 million.*

*Because our Fiscal Year ends on June 30, these numbers will be reflected in *next year's* Report to the Community.

Seattle Promise Enhancements

A program of free tuition and wraparound student services for new graduates of Seattle's public high schools, Seattle Promise is primarily funded through the generosity of city taxpayers, who approved a 7-year levy for the program in 2018. The *Equity Can't Wait* campaign has generated additional resources to bolster financial support to students from lower-income families, helping cover more of the non-tuition costs of attendance, such as rent, food and technology. Funding for this support has been provided by **BECU** and **WSECU**, two of the city's most prominent credit unions.



Thanks to a close partnership with Seattle Public Schools (SPS) and the City of Seattle, the **number of Promise participants has more than tripled since 2018**, with 1,200 students now enrolled. 75 percent are students of color and about 40 percent are first-generation college students. An infusion of federal COVID-19 economic relief funds, along with added flexibility on stepping in and out of the program, helped keep many students of color, and students from lower income families, on track throughout the pandemic.

"Seattle Promise has been overwhelmingly successful in its first four years, surpassing enrollment projections and increasing college persistence despite the unforeseen challenges of a global pandemic."

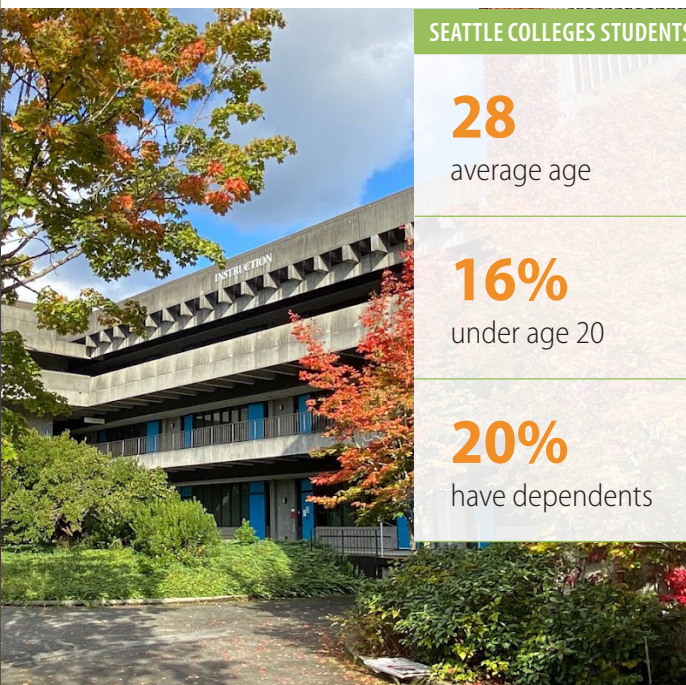
— Rosie Rimando-Chareunsap,
Interim Chancellor, Seattle Colleges

Mentoring for Black and Brown Males

Two Foundation-supported initiatives focus on a population of students, men of color, who enter and complete college at lower rates. The new **Project Baldwin** fosters social support for Black and Brown men across the Colleges through peer and faculty mentoring, as well as an array of rich social and networking experiences. **Springboard8** — developed by Seattle Central in association with **Slalom**, a prominent business consultancy — builds on Project Baldwin by connecting cohorts of students with mentors from industry, often leading to professional internships.

Expanded Advising

The Foundation is **supporting additional advisors** so more students can benefit. Advising at the Colleges is generally in a proven framework called Guided Pathways, designed for students who may have struggled earlier in their education. It guides students quickly to an appropriate area of study in light of their interests and talents, avoiding the wrong turns and dead-ends that can drain time, money and enthusiasm. Advisors check back frequently, ensuring students are progressing and, if necessary, making seamless connections to tutors, mentors and counselors.



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CAMPAIGN DOLLARS AT WORK

Supporting Students

In higher ed, students often stand or fall based on the supports from their school: scholarships, academic advising, tutoring, mentoring. At community colleges, where resources are chronically tight, these supports can be meager. *Equity Can't Wait* is working to right that wrong, since everyone deserves the opportunity for school success. Our main tool is the **Student Support Flex Fund**, where contributions can quickly be directed to student needs when and how they emerge.

2022-23 Scholarship Recipients

For many Seattle Colleges students, tuition — roughly \$5K a year — is covered by the Seattle Promise program or need-based aid like the Washington College Grant and the federal Pell Grant. The heavier lift is often other costs of attendance: rent, food, utilities, childcare, books and technology. Thanks to generous community members, the Foundation is able to award increasing numbers of scholarships to help lighten the burden.



Pratik

Originally from Nepal, where he managed volunteers for a service group, Pratik immigrated for economic opportunity, but found it hard to get by in the kinds of jobs available without a college degree. Ultimately he won a position as an Amtrak conductor — only to lose it in the pandemic. To gain more financial stability and be able to join in more relief work back in Nepal, where his ties remain strong, Pratik is now pursuing an associate degree in Business at Seattle Central.



Ridwan

As the oldest of 13 siblings in a family of Somali-Americans, Ridwan has always been a caretaker. Indeed, it's a role she's embraced. "Even as a young child I would dress up as a nurse," she laughs. Now, with the help of a Seattle Colleges Foundation scholarship, she's on her way to making that a grown-up reality by earning a pre-nursing associate degree at South Seattle College. At the same time, she's providing a college-going example for her younger siblings.

SCHOLARSHIPS SNAPSHOT: 2022-23 RECIPIENTS

436 recipients out of 750 applicants

\$3,886 average award

76% of scholars are students of color



Christi

Christi started working in banks in early adulthood, never completing a college degree. After her company closed its branches in Washington, she was thrown out of work and forced to regroup, ultimately enrolling in North Seattle College's bachelor's program in Early Childhood Education. She's excited to be entering a field she loves, that's so important to the vitality of the community, and that will provide the flexibility to care for her young son.

DONOR PROFILE

The Sarkowsky Family



Steve, Faye, Cathy and the late Herman Sarkowsky in Palm Desert, CA.

The Sarkowsky family has a long history with Seattle Central College — indeed a history that precedes the College's existence! Herman Sarkowsky — one of the Northwest's

most successful homebuilders, and beloved as an early investor in two of the region's iconic sports teams, the Seattle Seahawks and the Portland Trailblazers — attended Broadway High School, graduating with the class of 1943.

In 1946, Broadway High School was converted into Edison Technical College, which served troops returning home from WWII. And in 1966, Edison became Seattle Central, a flagship in the state's network of community colleges.

Herman, who passed away in 2014, and his wife Faye were always profoundly aware of the transformational potential of education, and gave generously to both the University of Washington and the Seattle Colleges. As Herman told *UW Magazine* in 2003, "The interest was one of appreciation and love for the opportunity I had to receive a wonderful education, and I know that Faye feels the same way."

At the Seattle Colleges, two separate scholarships endowed by Herman and Faye have, over the years, supported hundreds of students. In 2022, Faye, daughter Cathy, and son Steve decided to consolidate the two scholarships and make a substantial additional investment in what is now called the Herman Sarkowsky Endowed Scholarship — one of the most storied at the Colleges. It is open to students in any degree path at Seattle Central.

STUDENT STATS

29,801

students in the 2021-2022 school year

46%

people of color

48%

first in their families to attend college

37%

enrolled full time

44%

work half time or more

49%

had food or housing insecurity in the last month



CAMPAIGN DOLLARS AT WORK

Fostering Innovation

Successfully serving our diverse students means keeping up with an educational and employment landscape that changes ever faster. Continual innovation in programs, curricula and practices is essential, and *Equity Can't Wait* is mobilizing the resources to make it possible.

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New Bachelor of Science in Computer Science program

Amid recession fears, tech employment has dipped of late. Even so, the sector remains a dominant part of the regional economy and, if history is a guide, will spring back quickly. To ensure a wider group has access to these high-paying, high-prestige positions, in 2021 the Seattle Colleges, peer schools, and **Amazon** made a successful

case in the legislature for new BS in Computer Science programs at Washington's community colleges. Amazon has subsequently contributed a cumulative **\$2.5 million** to help get Seattle Colleges' new program off the ground, based at North. A first cohort of 21 students started study in September, 2022.



Attendees at the October 2022 Momentum gala (left) and a Puget Sound Business Journal article (above) celebrate Amazon's announcement of an added \$1.5 million gift for computer science education.



Redesign of students' financial aid experience

Between the new Washington College Grant, a more generous federal Pell Grant, expanded Seattle Colleges Foundation scholarships, and Seattle Promise, there's a **growing array of financial aid opportunities** for Seattle Colleges students. To benefit, however, students need to know about the opportunities and how to apply. And they need to find the process straightforward and fast.

Today, the Colleges' financial aid system can be cumbersome, and less than half of students apply for assistance, forgoing what could be a key ingredient of college success. To turn this around, *Equity Can't Wait* is funding a redesign project that's now getting off the ground. Its elements are process re-engineering and training for financial aid staff, as well as additional personnel in financial aid offices.



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CAMPAIGN DOLLARS AT WORK

Strengthening Capacity

Excellent staff, faculty, facilities and equipment are the bread and butter of successful programs. *Equity Can't Wait* is lending support.

Added support for trades programs

A wave of retirements is hitting the skilled trades, imperiling the construction of homes and infrastructure the city needs for its future. These are jobs historically dominated by white men, but now there's an opportunity for people from many other backgrounds to take these satisfying, well-paid roles. First, though, women and people of color need to

know about the chance, and — at times — explore the work through a pre-apprenticeship. *Equity Can't Wait* is paying for new staff to help additional students pursue and succeed in pre-apprenticeships across a range of trades. We're grateful to the **Schultz Family Foundation** and **McKinstry** for contributing a collective **\$375K** in funding.

LEGACY GIFT



DONOR PROFILE

Craig Eaton

After 15 years in the publishing industry, Craig Eaton was bored and restless. He was also in mid-life, and felt stuck. "Who re-invents himself at age 54?" As it turned

out, Craig did, with the help of Seattle Central College. "I heard about a worker-retraining program focused on web development, and because I've always been fascinated by the Internet, I thought 'why not?'. It opened up a whole new career chapter for me, and I've loved it."

He's thrived financially, too, and between that and some smart real-estate investments, Craig is positioned to

pay forward some of his good fortune. He's established a charitable trust that, when he passes, will help future people like him, facing a mid-career crossroads because they've lost their job, lost their joy in what they're doing — or simply need a better-paying role. The Craig F. Eaton Endowed Scholarship Fund will support individuals 20+ years out of high school who have financial need and hope to enter roles in STEM, the skilled trades, culinary arts and winemaking.

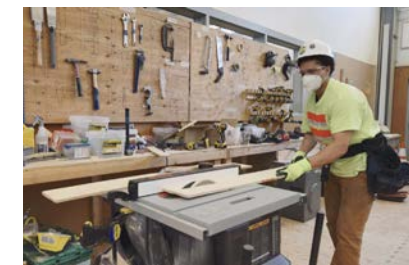
"The beauty of the Seattle Colleges is that, no matter your age, you can learn something new, and become something different. Everybody deserves that opportunity."

SPECIAL FOCUS

Strengthening beloved but high-cost workforce programs

The pandemic brought declines in enrollment and a plunge in tuition revenue, stressing the Colleges financially. To stem losses, leaders at the Colleges had to consider sunsetting four highly valued, and also highly expensive, workforce development programs at Seattle Central.

The **Seattle Culinary Academy**, the **Seattle Maritime Academy**, the **Wood Technology Center**, and the **School of Apparel Design & Development** are very different. What they have in common is needing large facilities, specialized equipment, and low instructor-student ratios — all of which make them costly to run. Since none earn enough from tuition, fees, or state offsets to be self-sustaining, support needs to come from other sources. Prior to the overall enrollment downturn, that was typically a cross-subsidy from other, more affordably run programs at Central.



High cost notwithstanding, the programs identified for potential closure are much loved. On learning they were in jeopardy, alums and industry partners stood up to help.

So did lawmakers, convened by 43rd District Representative and former House Speaker **Frank Chopp**. Together with Seattle Colleges Trustee **Louise Chernin** and other community college leaders in the state, who face similar challenges, legislators have devised a blueprint for supplemental state funding that is being considered in the 2023 legislative session.

In addition, encouraged by the Seattle Colleges Foundation, alumni and other supporters have rallied with private support (see sidebar), aware that a state supplement alone probably won't provide enough stability. Finally, administrators at Central have begun exploring new ventures and new efficiencies to give the programs added resilience.

What it all adds up to: Newfound optimism that these vital programs can responsibly continue.

DONOR PROFILE

Jim and Laura Donald



Jim and Laura Donald are known for their generosity, having been loyal supporters of causes including Plymouth Housing, Recovery Café, UW Medicine, the Opal Community Land Trust, and the SeaDoc Society.

The Donalds believe strongly in education. Their recent emphasis on community colleges and vocational training was in part spurred by their son, Alex. After earning a degree in Musicology and Ethnomusicology at Wesleyan University, he entered the **School of Apparel Design & Development (AD&D) at Seattle Central**. On graduating in 2022, he moved to Los Angeles, quickly finding multiple opportunities and eventually accepting a position as Assistant Designer and Product Developer at Brain Dead, a creative collective of artists and designers from around the world.

The Donald family was impressed by the technical rigor of AD&D and the deep experience of its instructors. When Jim and Laura learned that the pandemic was stressing overall enrollment and tuition revenues at Central, and AD&D was at risk of closure, they made one of the largest individual gifts in Seattle Colleges history: a \$300K challenge grant for others committed to keeping AD&D open and strong.

2021–2022 Financials

July 1, 2021 to June 30, 2022

When we began the *Equity Can't Wait* campaign, we had little idea what to expect. With a \$50 million goal, the campaign was one of the boldest and biggest ever attempted by a group of community colleges — schools that have little history of philanthropy compared to private colleges and universities, or large 4-year public schools.

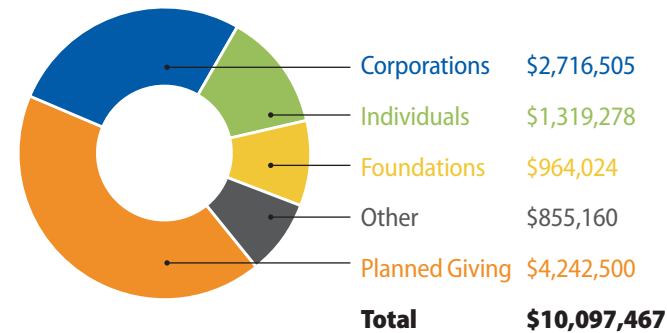
To our wonderment and satisfaction, the campaign has soared, with hundreds of donors of every description,

and at every gift level, declaring they want to be part of equitable educational opportunity for Seattleites too often left out. Our community will be measurably stronger in the years ahead because of this generosity.

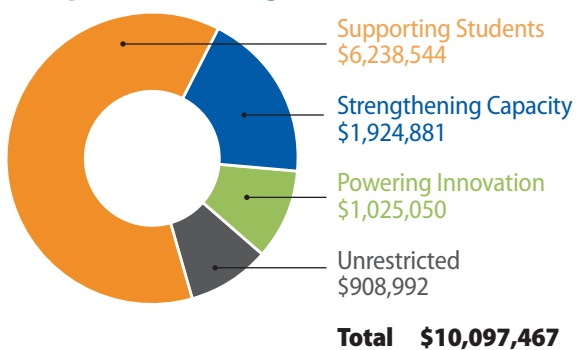
Like to be part of propelling our continued progress? Contact us at advancement@seattlecolleges.edu

Thank you.

Sources of Funding



Purpose of Funding



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EQUITY CAN'T WAIT.

Honor roll of campaign donors | through January 2023

\$2.5 Million +

Amazon
Anonymous (1)

\$1 Million +

Ballmer Group
Terry Barksdale
BECU
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Craig Eaton
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Anonymous (3)

\$500,000 +

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EQUITY CAN'T WAIT.



The *Equity Can't Wait* campaign focuses on helping students at North Seattle, Seattle Central and South Seattle Colleges — particularly students historically underserved by higher education—to dream big, be supported, and fully realize their unbounded potential. To meet the challenges ahead, our community needs the talents of everyone, of every background.

Learn more about the campaign, or lend your support: equitycampaign.info

